

NOTICE AND AGENDA

MEETING OF THE
COMPENSATION & FINANCE COMMITTEE OF THE
BOARD OF DIRECTORS FOR CITIZENS ENERGY GROUP
GAINBRIDGE FIELDHOUSE
125 S. PENNSYLVANIA ST., INDIANAPOLIS, IN 46204
WEDNESDAY, MAY 27, 2026

The Compensation & Finance Committee of the Board of Directors for Citizens Energy Group will meet in Public Session beginning at 8:30 a.m. on Wednesday, May 27, 2026, in the Hinkle Conference Room located at 125 S. Pennsylvania St., Indianapolis, Indiana, for the purpose of discussing the subject matter set forth below.

PUBLIC SESSION

- I. Call to Order: C. Hicks
- II. Approval of the Minutes of the Meeting of the Compensation & Finance Committee of Citizens Energy Group held on December 10, 2025, and January 12, 2026: C. Hicks **(ACTION)**
- III. Certification of Topics Discussed at the Executive Session of the Compensation & Finance Committee held February 18, 2026: C. Hicks **(ACTION)**
- IV. Report of External Consultant: Willis Towers Watson
- V. Committee Discussion: C. Hicks
- VI. Review Compensation & Finance Committee Charter: C. Hicks **(ACTION)**
- VII. Adjournment: C. Hicks